

# **LeROY H. SCHRAMM**

## **Professional Biography**

**Address:** 1900 Dry Gulch Drive  
Helena, Montana 59601

Telephone: 406 443-5033  
E-mail: lschramm6@aol.com

### **Education:**

J.D. (Juris Doctor) conferred May, 1977. William Mitchell College of Law, St. Paul, Minnesota

Ph.D. in Industrial and Labor Relations conferred August, 1972. New York State School of Industrial and Labor Relations, Cornell University, Ithaca, New York. Dissertation topic: Organized Labor and the Muckrakers, 1900 - 1912.

M.A. in Economics conferred June, 1968. Graduate School of Public Affairs, State University of New York at Albany. Thesis topic: A Study of District 50 of the United Mine Workers

B.A. conferred June, 1966. Valparaiso University, Valparaiso, Indiana.

### **Employment:**

Retired since September, 2004.

1981 to August 30, 2004. Chief Legal Counsel, Montana University System and Montana Board of Regents of Higher Education. Approximately 60% of my time was spent representing the University System in labor and employment matters (unfair labor practices, grievance arbitrations, discrimination, wrongful discharge, etc). The University System contains 17 collective bargaining units with certified exclusive representatives.

1978 - 1981: Chief, Labor Relations Bureau, State of Montana. Responsible for either personally negotiating or else supervising negotiators for the State of Montana in negotiations with 70 collective bargaining units covering 10,000 employees. Also responsible for the administration of those same contracts, including overseeing the grievance procedures.

1972 - 1978: Legislative Analyst, Labor Committee and Governmental Operations Committee, Minnesota House of Representatives. Did research for and drafted legislation primarily on things such as collective bargaining, labor standards, workers compensation, pension protection, etc.

1972 -1995: Periodically taught courses as adjunct for University of Minnesota and University of Montana in labor law, collective bargaining and personnel.

### **Recent Post Retirement Professional Activities:**

June, 2005. Appointed by Montana Governor, Brian Schweitzer, to the Governor's Post-Secondary Scholarship Advisory Council. Elected, and currently serving, as Chairperson.

**LeRoy H. Schramm**  
**Arbitrator**  
**1900 Dry Gulch Drive**  
**Helena, Montana 59601**

**FEES AND CHARGES** (effective Nov. 1, 2005)

**Grievance Arbitration, Interest Arbitration, Factfinding and Mediation**

The fee is \$750 per day for hearing, and for research and preparation of an opinion and award. A hearing day is any portion of a day up to eight hours. Time for research and preparation is prorated.

**Expenses**

Parties will be charged the actual cost of reasonable travel and case-related expenses, including coach airfare, car rental, food and lodging. Personal automobile mileage will be assessed at the applicable IRS expense rate.

**Travel Time**

Travel time will be charged at the rate of \$75 per hour for every hour or portion thereof between initial departure and final arrival. If travel time occurs on a hearing day in which the hearing time is less than eight hours travel time will only be billed for that portion of the day over eight hours.

**Postponement and Cancellation**

Once a hearing is scheduled a postponement or cancellation within less than one month, but more than fourteen days, of the hearing date will result in a charge of \$375. A postponement or cancellation within 14 days or less of the hearing date will result in a charge for one day of hearing (\$750).